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Side Letter Agreement
between the County of Monterey and
the County of Monterey Patrol Association (COMPA) Units AOS and BOSS
Regarding *Longevity Pay*

The County of Monterey underwent a Longevity Pay audit by CalPERS in 2025. The results of this audit indicated that the requirement of a longevity pay eligibility form did not adhere to CalPERS and PERL requirements and deemed the longevity pay non-persable. However, the intent of the Longevity Pay when negotiated by the County and the Union was that Longevity pay would be persable.

It is understood that the County will remove the requirement of the Longevity Pay Certification Form retroactively to February 1, 2022, consistent with the effective date of the longevity pay stipend for this bargaining unit and that such longevity pay will be initiated by the County once eligibility has been met and confirmed with no further action from the employee.

As such, the County and COMPA agree to modify the Memorandum of Understanding language for term 2022-2025 and 2025-2027 as follows to correct the issue and ensure Longevity Pay is persable:

Memorandum of Understanding term 2022-2025 modifications

ARTICLE 8: SPECIAL PAYS PRACTICES

8.4 Longevity Pay
Unit members who have completed twenty (20) years of County service shall receive premium pay of six percent (6%) of their base wage.

Memorandum of Understanding term 2025-2027 modifications

ARTICLE 8 SPECIAL PAY PRACTICES

8.4 Longevity Pay
Unit members who have completed twenty (20) years of County service prior to the first full pay period following February 1, 2025, shall receive premium pay of six percent (6%).

Effective the first full pay period following February 1, 2025, or following Association ratification and Board of Supervisors approval of this agreement, permanent unit employees, who accrue:

- Ten (10) consecutive years of service shall receive a premium pay of two and a half percent (2.5%) of their base wage.
- Fifteen (15) consecutive years of service shall receive a premium pay totaling three and a half percent (3.5%) of their base wage.

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- Twenty (20) consecutive years of service shall receive a premium pay totaling five and half percent (5.5%) of their base wage.

The percentages listed above are not stackable and employees are eligible only for the percentage associated with the tier for their years of service. Consecutive service years include service time worked as a permanent employee as long as there was no break in service greater than four (4) pay periods. Time while on protected leave(s) is considered for the service credit. Service time of less than 1.0 FTE shall be pro-rated based on FTE.

The Longevity premium pay will be reported in accordance with PERS regulations section 571A. Elected Annual Leave Cash Out values will be inclusive of the longevity pay.

Employees shall receive the Longevity Pay the first full pay period after they become eligible for any of the tiers listed above.

~~Eligible employees shall complete and submit the required form to their respective Human Resources Department at least two (2) weeks prior to the employee's eligible date to ensure that the premium pay is processed in a timely manner. Retroactive payments will not be processed for those forms submitted late by the employee.~~

This agreement is effective the first full pay period following approval by the Monterey County Board of Supervisors and COMPA and incorporated into the Units AOS and BOSS MOU terms 2022-2025 and 2025-2027.

For County of Monterey:		For COMPA:	
Signed by: Ariana Hurtado D41E6BBC0C2C459...	7/31/2026	Signed by: Bryan Hoskins 0E978E47657B4E9...	7/31/2026
		DocuSigned by: Shaun Moran 0CC26817F4634FA...	7/31/2026